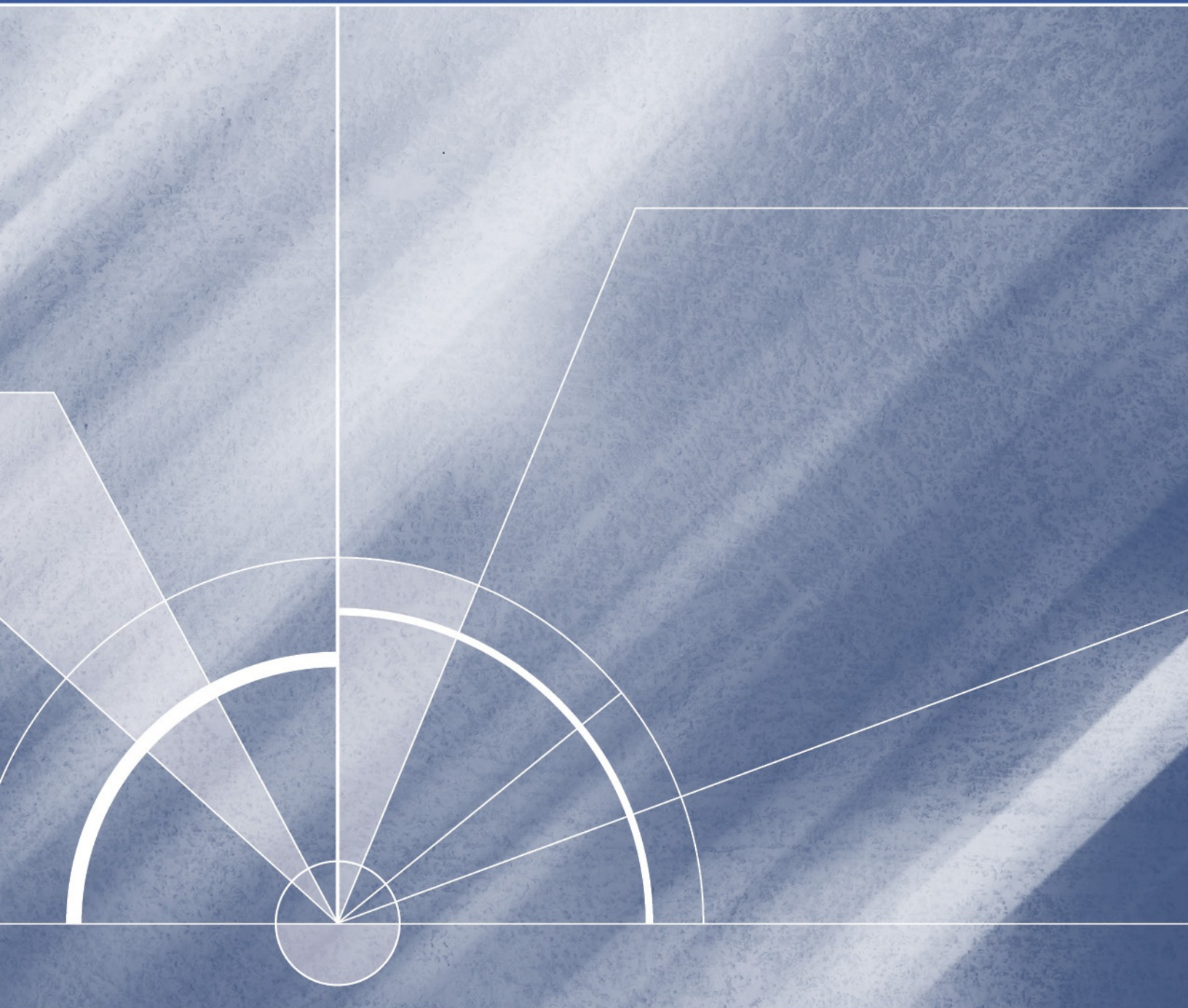


2017

Federal Employee Viewpoint Survey *Empowering Employees. Inspiring Change.*

Pay
Category
Comparison
Report

Environmental Protection Agency



Environmental Protection Agency

Pay Category Comparison Report

This 2017 Federal Employee Viewpoint Survey Report provides summary results by demographics for your agency, including comparisons to governmentwide results.

Response Summary

	Surveys Completed
Governmentwide	486,105
Environmental Protection Agency	9,414
Federal Wage System	<10
GS 1-6	34
GS 7-12	1,911
GS 13-15	6,892
Senior Executive Service	186
Senior Level (SL) or Scientific or Professional (ST)	27
Other	13

Your Data

A Microsoft® Excel® file containing your results is embedded. To access the workbook from Adobe® Reader®, double click on the 'pin' in the upper left corner of this page. Alternatively, you may access the workbook through the vertical navigation pane on the left side of the Adobe® Reader® window by clicking on the image of the paper clip.

Main Report Results

The results include response percentages for each survey item. The definitions for the Positive, Neutral, and Negative response percentages vary in the following ways across the three primary response scales used in the survey:

Positive: *"Strongly Agree and Agree" or "Very Satisfied and Satisfied" or "Very Good and Good"*

Neutral: *"Neither Agree nor Disagree" or "Neither Satisfied nor Dissatisfied" or "Fair"*

Negative: *"Disagree and Strongly Disagree" or "Dissatisfied and Very Dissatisfied" or "Poor and Very Poor"*

Positive, Neutral, and Negative percentages are based on the total number of responses (N) that are in these three categories. The number of *Do Not Know (DNK)* or *No Basis to Judge (NBJ)* responses, where applicable, is listed separately.

Note: The report tables that follow exclude results for any demographic category that did not have at least 10 respondents answer the question.

Environmental Protection Agency

Pay Category Comparison Report

My Work Experience

1. I am given a real opportunity to improve my skills in my organization.

	N	Positive	Neutral	Negative
Governmentwide	485,193	64.1%	16.0%	19.9%
Environmental Protection Agency	9,390	69.9%	14.6%	15.5%
Federal Wage System	<10	--	--	--
GS 1-6	34	64.0%	14.8%	21.2%
GS 7-12	1,904	68.2%	15.3%	16.5%
GS 13-15	6,879	70.2%	14.5%	15.3%
Senior Executive Service	186	92.9%	4.7%	2.4%
Senior Level (SL) or Scientific or Professional (ST)	27	84.5%	6.8%	8.7%
Other	13	66.7%	16.5%	16.8%

2. I have enough information to do my job well.

	N	Positive	Neutral	Negative
Governmentwide	483,786	71.1%	14.4%	14.5%
Environmental Protection Agency	9,368	72.3%	13.8%	13.9%
Federal Wage System	<10	--	--	--
GS 1-6	34	70.3%	17.9%	11.7%
GS 7-12	1,901	73.9%	15.0%	11.1%
GS 13-15	6,861	72.0%	13.6%	14.4%
Senior Executive Service	185	85.6%	3.1%	11.3%
Senior Level (SL) or Scientific or Professional (ST)	27	79.5%	8.6%	12.0%
Other	13	83.2%	8.3%	8.5%

3. I feel encouraged to come up with new and better ways of doing things.

	N	Positive	Neutral	Negative
Governmentwide	481,568	59.5%	17.7%	22.8%
Environmental Protection Agency	9,323	67.3%	15.6%	17.1%
Federal Wage System	<10	--	--	--
GS 1-6	34	72.7%	14.6%	12.7%
GS 7-12	1,889	68.3%	16.5%	15.2%
GS 13-15	6,830	67.0%	15.6%	17.5%
Senior Executive Service	184	87.7%	5.8%	6.5%
Senior Level (SL) or Scientific or Professional (ST)	27	76.8%	7.5%	15.8%
Other	13	59.9%	6.7%	33.4%

Environmental Protection Agency

Pay Category Comparison Report

My Work Experience (continued)

4. My work gives me a feeling of personal accomplishment.

	N	Positive	Neutral	Negative
Governmentwide	483,323	71.9%	14.4%	13.7%
Environmental Protection Agency	9,369	76.4%	12.6%	11.0%
Federal Wage System	<10	--	--	--
GS 1-6	34	74.6%	13.1%	12.3%
GS 7-12	1,903	76.9%	12.6%	10.5%
GS 13-15	6,862	76.4%	12.6%	11.1%
Senior Executive Service	185	89.0%	5.4%	5.6%
Senior Level (SL) or Scientific or Professional (ST)	27	87.3%	12.7%	0.0%
Other	13	63.1%	29.5%	7.4%

5. I like the kind of work I do.

	N	Positive	Neutral	Negative
Governmentwide	481,878	83.4%	10.7%	5.8%
Environmental Protection Agency	9,318	84.1%	10.1%	5.8%
Federal Wage System	<10	--	--	--
GS 1-6	34	75.3%	6.2%	18.5%
GS 7-12	1,895	82.7%	11.0%	6.4%
GS 13-15	6,819	84.8%	9.9%	5.4%
Senior Executive Service	186	93.7%	4.6%	1.8%
Senior Level (SL) or Scientific or Professional (ST)	27	83.9%	16.1%	0.0%
Other	13	60.8%	39.2%	0.0%

6. I know what is expected of me on the job.

	N	Positive	Neutral	Negative
Governmentwide	481,399	80.4%	10.6%	9.0%
Environmental Protection Agency	9,317	80.1%	11.0%	8.9%
Federal Wage System	<10	--	--	--
GS 1-6	34	75.9%	17.6%	6.4%
GS 7-12	1,894	81.5%	11.7%	6.8%
GS 13-15	6,823	79.9%	10.7%	9.3%
Senior Executive Service	186	88.9%	6.0%	5.2%
Senior Level (SL) or Scientific or Professional (ST)	26	80.7%	3.3%	15.9%
Other	13	84.3%	8.3%	7.4%

Environmental Protection Agency

Pay Category Comparison Report

My Work Experience (continued)

7. When needed I am willing to put in the extra effort to get a job done.

	N	Positive	Neutral	Negative
Governmentwide	483,257	95.8%	2.7%	1.5%
Environmental Protection Agency	9,372	96.4%	2.3%	1.4%
Federal Wage System	<10	--	--	--
GS 1-6	33	93.1%	3.5%	3.4%
GS 7-12	1,901	97.1%	1.7%	1.2%
GS 13-15	6,867	96.2%	2.4%	1.4%
Senior Executive Service	184	98.8%	0.7%	0.6%
Senior Level (SL) or Scientific or Professional (ST)	27	100.0%	0.0%	0.0%
Other	13	91.5%	8.5%	0.0%

8. I am constantly looking for ways to do my job better.

	N	Positive	Neutral	Negative
Governmentwide	483,445	91.0%	7.3%	1.7%
Environmental Protection Agency	9,345	90.8%	7.5%	1.7%
Federal Wage System	<10	--	--	--
GS 1-6	34	84.6%	15.4%	0.0%
GS 7-12	1,892	91.5%	7.3%	1.3%
GS 13-15	6,849	90.5%	7.7%	1.7%
Senior Executive Service	185	98.9%	0.5%	0.6%
Senior Level (SL) or Scientific or Professional (ST)	27	96.2%	3.8%	0.0%
Other	13	90.8%	9.2%	0.0%

9. I have sufficient resources (for example, people, materials, budget) to get my job done.

	N	Positive	Neutral	Negative	DNK
Governmentwide	483,755	47.4%	16.1%	36.6%	973
Environmental Protection Agency	9,366	39.9%	17.0%	43.1%	16
Federal Wage System	<10	--	--	--	--
GS 1-6	33	64.0%	18.2%	17.8%	1
GS 7-12	1,897	53.3%	17.9%	28.9%	3
GS 13-15	6,866	36.2%	16.7%	47.1%	7
Senior Executive Service	185	41.0%	13.3%	45.7%	1
Senior Level (SL) or Scientific or Professional (ST)	27	33.1%	25.2%	41.7%	0
Other	13	39.6%	29.2%	31.2%	0

Environmental Protection Agency Pay Category Comparison Report

My Work Experience (continued)

10. My workload is reasonable.

	N	Positive	Neutral	Negative	DNK
Governmentwide	482,533	58.9%	16.0%	25.0%	776
Environmental Protection Agency	9,346	57.5%	17.4%	25.1%	12
Federal Wage System	<10	--	--	--	--
GS 1-6	34	84.3%	9.3%	6.4%	0
GS 7-12	1,905	65.2%	16.2%	18.5%	0
GS 13-15	6,838	55.3%	17.6%	27.1%	9
Senior Executive Service	186	66.5%	13.3%	20.1%	0
Senior Level (SL) or Scientific or Professional (ST)	27	56.2%	23.5%	20.3%	0
Other	13	46.3%	29.2%	24.5%	0

11. My talents are used well in the workplace.

	N	Positive	Neutral	Negative	DNK
Governmentwide	475,916	59.7%	16.5%	23.8%	1,928
Environmental Protection Agency	9,220	60.7%	16.7%	22.6%	31
Federal Wage System	<10	--	--	--	--
GS 1-6	34	58.4%	18.1%	23.5%	0
GS 7-12	1,866	58.9%	18.8%	22.3%	8
GS 13-15	6,758	61.3%	16.3%	22.4%	22
Senior Executive Service	184	85.1%	6.8%	8.1%	0
Senior Level (SL) or Scientific or Professional (ST)	26	70.0%	7.5%	22.6%	0
Other	13	44.3%	33.4%	22.4%	0

12. I know how my work relates to the agency's goals and priorities.

	N	Positive	Neutral	Negative	DNK
Governmentwide	481,130	84.2%	9.5%	6.4%	1,459
Environmental Protection Agency	9,309	82.3%	9.5%	8.1%	47
Federal Wage System	<10	--	--	--	--
GS 1-6	33	74.9%	18.9%	6.2%	0
GS 7-12	1,891	86.8%	8.2%	5.0%	10
GS 13-15	6,815	81.1%	10.0%	8.9%	33
Senior Executive Service	185	90.5%	3.3%	6.2%	1
Senior Level (SL) or Scientific or Professional (ST)	27	82.4%	11.2%	6.4%	0
Other	13	93.4%	6.6%	0.0%	0

Environmental Protection Agency

Pay Category Comparison Report

My Work Experience (continued)

13. The work I do is important.

	N	Positive	Neutral	Negative	DNK
Governmentwide	479,280	90.7%	6.4%	2.8%	1,120
Environmental Protection Agency	9,270	90.6%	6.5%	2.9%	27
Federal Wage System	<10	--	--	--	--
GS 1-6	33	84.1%	9.5%	6.4%	0
GS 7-12	1,882	91.5%	6.1%	2.5%	5
GS 13-15	6,791	90.4%	6.6%	3.0%	19
Senior Executive Service	182	98.2%	1.8%	0.0%	0
Senior Level (SL) or Scientific or Professional (ST)	27	96.6%	3.4%	0.0%	0
Other	13	93.4%	6.6%	0.0%	0

14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.

	N	Positive	Neutral	Negative	DNK
Governmentwide	481,674	66.3%	14.0%	19.7%	2,014
Environmental Protection Agency	9,325	72.7%	12.7%	14.6%	24
Federal Wage System	<10	--	--	--	--
GS 1-6	34	79.1%	9.3%	11.6%	0
GS 7-12	1,889	73.9%	13.2%	12.8%	4
GS 13-15	6,833	72.2%	12.6%	15.2%	17
Senior Executive Service	186	85.3%	4.6%	10.1%	0
Senior Level (SL) or Scientific or Professional (ST)	27	75.2%	8.4%	16.4%	0
Other	13	82.5%	0.0%	17.5%	0

15. My performance appraisal is a fair reflection of my performance.

	N	Positive	Neutral	Negative	DNK
Governmentwide	477,285	71.3%	14.1%	14.6%	6,699
Environmental Protection Agency	9,288	75.3%	12.9%	11.8%	89
Federal Wage System	<10	--	--	--	--
GS 1-6	33	65.6%	21.3%	13.1%	1
GS 7-12	1,867	74.6%	12.4%	13.0%	35
GS 13-15	6,821	75.9%	12.7%	11.4%	46
Senior Executive Service	184	84.7%	9.0%	6.4%	1
Senior Level (SL) or Scientific or Professional (ST)	27	78.3%	11.7%	9.9%	0
Other	13	55.9%	14.8%	29.3%	0

Environmental Protection Agency Pay Category Comparison Report

My Work Experience (continued)

16. I am held accountable for achieving results.

	N	Positive	Neutral	Negative	DNK
Governmentwide	480,241	82.7%	11.5%	5.8%	2,029
Environmental Protection Agency	9,319	86.2%	9.9%	3.9%	25
Federal Wage System	<10	--	--	--	--
GS 1-6	34	72.6%	18.4%	8.9%	0
GS 7-12	1,891	86.8%	9.6%	3.6%	5
GS 13-15	6,828	86.1%	9.9%	3.9%	16
Senior Executive Service	184	97.4%	2.1%	0.5%	1
Senior Level (SL) or Scientific or Professional (ST)	27	88.3%	6.5%	5.2%	0
Other	12	92.1%	7.9%	0.0%	0

17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.

	N	Positive	Neutral	Negative	DNK
Governmentwide	462,879	64.5%	17.3%	18.2%	19,717
Environmental Protection Agency	8,645	64.0%	19.0%	17.1%	686
Federal Wage System	<10	--	--	--	--
GS 1-6	32	70.4%	19.6%	9.9%	2
GS 7-12	1,775	65.4%	20.2%	14.4%	120
GS 13-15	6,302	63.4%	18.7%	17.9%	532
Senior Executive Service	182	86.7%	7.3%	6.0%	3
Senior Level (SL) or Scientific or Professional (ST)	26	100.0%	0.0%	0.0%	1
Other	12	46.2%	28.4%	25.4%	1

18. My training needs are assessed.

	N	Positive	Neutral	Negative	DNK
Governmentwide	478,928	55.2%	22.4%	22.5%	4,395
Environmental Protection Agency	9,269	51.1%	24.4%	24.5%	95
Federal Wage System	<10	--	--	--	--
GS 1-6	34	57.8%	15.4%	26.8%	0
GS 7-12	1,883	58.4%	20.9%	20.7%	20
GS 13-15	6,789	49.2%	25.3%	25.5%	68
Senior Executive Service	184	67.9%	18.0%	14.2%	0
Senior Level (SL) or Scientific or Professional (ST)	27	71.1%	20.4%	8.5%	0
Other	13	35.3%	56.4%	8.3%	0

Environmental Protection Agency Pay Category Comparison Report

My Work Experience (continued)

19. In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).

	N	Positive	Neutral	Negative	NBJ
Governmentwide	473,585	71.0%	13.4%	15.6%	11,653
Environmental Protection Agency	9,233	65.4%	15.2%	19.4%	169
Federal Wage System	<10	--	--	--	--
GS 1-6	33	69.3%	21.1%	9.6%	1
GS 7-12	1,856	64.0%	16.3%	19.8%	52
GS 13-15	6,782	65.9%	14.8%	19.4%	104
Senior Executive Service	183	78.8%	11.1%	10.1%	3
Senior Level (SL) or Scientific or Professional (ST)	26	80.8%	5.4%	13.9%	1
Other	12	57.2%	18.9%	23.9%	1

My Work Unit

20. The people I work with cooperate to get the job done.

	N	Positive	Neutral	Negative
Governmentwide	484,728	74.6%	12.9%	12.5%
Environmental Protection Agency	9,400	83.2%	9.5%	7.3%
Federal Wage System	<10	--	--	--
GS 1-6	34	90.9%	5.7%	3.3%
GS 7-12	1,910	81.6%	10.6%	7.7%
GS 13-15	6,883	83.7%	9.2%	7.1%
Senior Executive Service	185	94.4%	2.5%	3.1%
Senior Level (SL) or Scientific or Professional (ST)	26	93.0%	3.3%	3.7%
Other	13	67.8%	17.2%	15.0%

21. My work unit is able to recruit people with the right skills.

	N	Positive	Neutral	Negative	DNK
Governmentwide	468,542	42.3%	25.4%	32.3%	16,412
Environmental Protection Agency	9,054	42.6%	21.7%	35.6%	331
Federal Wage System	<10	--	--	--	--
GS 1-6	30	60.4%	26.4%	13.2%	3
GS 7-12	1,803	48.1%	27.1%	24.8%	105
GS 13-15	6,674	41.1%	20.2%	38.8%	200
Senior Executive Service	183	53.6%	12.6%	33.8%	1
Senior Level (SL) or Scientific or Professional (ST)	26	51.3%	28.8%	19.9%	1
Other	12	23.7%	51.0%	25.3%	1

Environmental Protection Agency Pay Category Comparison Report

My Work Unit (continued)

22. Promotions in my work unit are based on merit.

	N	Positive	Neutral	Negative	DNK
Governmentwide	449,801	35.8%	28.4%	35.9%	33,402
Environmental Protection Agency	8,519	42.1%	27.7%	30.1%	840
Federal Wage System	<10	--	--	--	--
GS 1-6	25	55.6%	16.5%	27.9%	9
GS 7-12	1,682	35.3%	30.7%	34.0%	218
GS 13-15	6,291	42.8%	27.5%	29.7%	561
Senior Executive Service	185	92.7%	3.1%	4.2%	1
Senior Level (SL) or Scientific or Professional (ST)	24	75.2%	20.8%	3.9%	3
Other	11	34.2%	39.7%	26.0%	2

23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.

	N	Positive	Neutral	Negative	DNK
Governmentwide	435,831	30.9%	27.5%	41.5%	47,551
Environmental Protection Agency	8,029	31.6%	31.3%	37.1%	1,338
Federal Wage System	<10	--	--	--	--
GS 1-6	28	55.1%	34.2%	10.7%	6
GS 7-12	1,545	27.7%	34.4%	37.9%	360
GS 13-15	5,941	31.2%	30.8%	38.0%	919
Senior Executive Service	186	79.0%	10.2%	10.8%	0
Senior Level (SL) or Scientific or Professional (ST)	25	57.7%	30.9%	11.4%	2
Other	10	29.2%	30.7%	40.1%	3

24. In my work unit, differences in performance are recognized in a meaningful way.

	N	Positive	Neutral	Negative	DNK
Governmentwide	454,415	36.1%	28.2%	35.7%	29,143
Environmental Protection Agency	8,497	39.5%	28.8%	31.6%	872
Federal Wage System	<10	--	--	--	--
GS 1-6	26	57.3%	26.8%	15.9%	8
GS 7-12	1,687	35.9%	31.1%	33.0%	209
GS 13-15	6,257	39.6%	28.6%	31.9%	614
Senior Executive Service	186	85.6%	6.5%	8.0%	0
Senior Level (SL) or Scientific or Professional (ST)	26	69.6%	17.9%	12.5%	1
Other	11	34.6%	37.0%	28.4%	2

Environmental Protection Agency Pay Category Comparison Report

My Work Unit (continued)

25. Awards in my work unit depend on how well employees perform their jobs.

	N	Positive	Neutral	Negative	DNK
Governmentwide	449,570	43.7%	25.0%	31.3%	32,923
Environmental Protection Agency	8,309	50.1%	24.2%	25.7%	1,029
Federal Wage System	<10	--	--	--	--
GS 1-6	30	66.4%	19.4%	14.2%	4
GS 7-12	1,648	46.7%	26.5%	26.8%	245
GS 13-15	6,115	50.3%	23.8%	25.9%	731
Senior Executive Service	183	84.2%	10.0%	5.8%	1
Senior Level (SL) or Scientific or Professional (ST)	25	79.1%	7.9%	13.1%	1
Other	11	54.5%	28.4%	17.2%	2

26. Employees in my work unit share job knowledge with each other.

	N	Positive	Neutral	Negative	DNK
Governmentwide	481,370	74.5%	13.4%	12.1%	1,941
Environmental Protection Agency	9,296	79.9%	10.7%	9.5%	46
Federal Wage System	<10	--	--	--	--
GS 1-6	33	81.1%	18.9%	0.0%	1
GS 7-12	1,879	75.2%	12.8%	12.0%	18
GS 13-15	6,824	81.0%	10.2%	8.8%	21
Senior Executive Service	184	95.4%	2.2%	2.4%	2
Senior Level (SL) or Scientific or Professional (ST)	27	84.7%	3.4%	11.9%	0
Other	13	68.7%	13.2%	18.1%	0

27. The skill level in my work unit has improved in the past year.

	N	Positive	Neutral	Negative	DNK
Governmentwide	465,631	56.1%	27.6%	16.3%	18,337
Environmental Protection Agency	8,893	57.3%	28.8%	13.9%	474
Federal Wage System	<10	--	--	--	--
GS 1-6	29	72.1%	17.1%	10.8%	5
GS 7-12	1,775	60.1%	28.2%	11.7%	127
GS 13-15	6,550	56.2%	29.0%	14.8%	319
Senior Executive Service	185	81.2%	15.6%	3.2%	1
Senior Level (SL) or Scientific or Professional (ST)	26	75.0%	15.9%	9.1%	0
Other	12	31.4%	68.6%	0.0%	1

Environmental Protection Agency Pay Category Comparison Report

My Work Unit (continued)

28. How would you rate the overall quality of work done by your work unit?

	N	Positive	Neutral	Negative
Governmentwide	484,120	83.4%	13.4%	3.2%
Environmental Protection Agency	9,385	90.6%	7.9%	1.5%
Federal Wage System	<10	--	--	--
GS 1-6	34	93.6%	6.4%	0.0%
GS 7-12	1,909	90.4%	8.1%	1.6%
GS 13-15	6,882	90.7%	7.8%	1.5%
Senior Executive Service	186	99.3%	0.7%	0.0%
Senior Level (SL) or Scientific or Professional (ST)	27	91.5%	8.5%	0.0%
Other	13	86.1%	13.9%	0.0%

My Agency

29. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.

	N	Positive	Neutral	Negative	DNK
Governmentwide	469,308	70.9%	16.8%	12.4%	7,233
Environmental Protection Agency	9,092	75.4%	14.5%	10.1%	174
Federal Wage System	<10	--	--	--	--
GS 1-6	33	87.7%	6.1%	6.2%	1
GS 7-12	1,863	78.0%	15.0%	7.0%	33
GS 13-15	6,724	74.6%	14.6%	10.8%	130
Senior Executive Service	185	90.9%	4.0%	5.2%	0
Senior Level (SL) or Scientific or Professional (ST)	26	80.9%	15.7%	3.4%	0
Other	13	75.7%	24.3%	0.0%	0

30. Employees have a feeling of personal empowerment with respect to work processes.

	N	Positive	Neutral	Negative	DNK
Governmentwide	465,394	47.4%	24.4%	28.2%	10,900
Environmental Protection Agency	8,995	48.0%	23.3%	28.6%	281
Federal Wage System	<10	--	--	--	--
GS 1-6	32	64.9%	18.9%	16.1%	2
GS 7-12	1,836	51.7%	25.2%	23.1%	64
GS 13-15	6,655	46.9%	22.9%	30.2%	203
Senior Executive Service	186	74.4%	12.2%	13.5%	0
Senior Level (SL) or Scientific or Professional (ST)	27	48.4%	37.7%	13.9%	0
Other	13	45.5%	39.5%	15.0%	0

Environmental Protection Agency Pay Category Comparison Report

My Agency (continued)

31. Employees are recognized for providing high quality products and services.

	N	Positive	Neutral	Negative	DNK
Governmentwide	465,997	50.8%	22.5%	26.7%	9,657
Environmental Protection Agency	9,075	60.3%	20.5%	19.2%	209
Federal Wage System	<10	--	--	--	--
GS 1-6	34	70.7%	17.3%	12.1%	0
GS 7-12	1,854	60.2%	21.2%	18.5%	52
GS 13-15	6,709	60.1%	20.4%	19.5%	149
Senior Executive Service	186	91.0%	6.4%	2.6%	0
Senior Level (SL) or Scientific or Professional (ST)	26	67.6%	28.7%	3.7%	1
Other	12	50.1%	33.4%	16.5%	1

32. Creativity and innovation are rewarded.

	N	Positive	Neutral	Negative	DNK
Governmentwide	459,635	40.9%	28.2%	30.9%	15,232
Environmental Protection Agency	8,918	49.3%	26.5%	24.2%	326
Federal Wage System	<10	--	--	--	--
GS 1-6	33	63.4%	21.1%	15.5%	1
GS 7-12	1,792	50.8%	26.9%	22.3%	95
GS 13-15	6,620	48.4%	26.9%	24.7%	220
Senior Executive Service	186	86.3%	5.2%	8.5%	0
Senior Level (SL) or Scientific or Professional (ST)	26	65.5%	21.5%	13.0%	0
Other	12	31.4%	43.6%	25.0%	1

33. Pay raises depend on how well employees perform their jobs.

	N	Positive	Neutral	Negative	DNK
Governmentwide	440,033	24.7%	27.8%	47.5%	34,307
Environmental Protection Agency	8,322	22.8%	31.7%	45.5%	939
Federal Wage System	<10	--	--	--	--
GS 1-6	27	52.5%	25.3%	22.2%	7
GS 7-12	1,661	25.9%	30.7%	43.5%	237
GS 13-15	6,193	21.5%	31.8%	46.6%	655
Senior Executive Service	184	41.8%	35.7%	22.5%	1
Senior Level (SL) or Scientific or Professional (ST)	25	47.2%	28.4%	24.4%	2
Other	13	21.4%	53.8%	24.8%	0

Environmental Protection Agency Pay Category Comparison Report

My Agency (continued)

34. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).

	N	Positive	Neutral	Negative	DNK
Governmentwide	442,361	58.7%	27.1%	14.2%	33,267
Environmental Protection Agency	8,690	63.8%	22.4%	13.8%	575
Federal Wage System	<10	--	--	--	--
GS 1-6	32	71.5%	21.9%	6.6%	1
GS 7-12	1,768	61.5%	22.9%	15.6%	132
GS 13-15	6,439	64.2%	22.3%	13.5%	414
Senior Executive Service	184	84.5%	10.9%	4.6%	1
Senior Level (SL) or Scientific or Professional (ST)	25	78.7%	14.3%	7.0%	2
Other	12	57.9%	33.0%	9.1%	1

35. Employees are protected from health and safety hazards on the job.

	N	Positive	Neutral	Negative	DNK
Governmentwide	469,234	76.9%	13.0%	10.1%	6,752
Environmental Protection Agency	9,120	84.6%	10.4%	4.9%	160
Federal Wage System	<10	--	--	--	--
GS 1-6	34	91.2%	5.8%	2.9%	0
GS 7-12	1,881	85.4%	10.2%	4.5%	22
GS 13-15	6,740	84.4%	10.6%	5.0%	125
Senior Executive Service	184	95.9%	2.8%	1.4%	1
Senior Level (SL) or Scientific or Professional (ST)	26	90.9%	5.4%	3.7%	1
Other	12	89.9%	0.0%	10.1%	1

36. My organization has prepared employees for potential security threats.

	N	Positive	Neutral	Negative	DNK
Governmentwide	468,960	78.3%	13.0%	8.7%	5,276
Environmental Protection Agency	9,158	84.7%	11.1%	4.2%	89
Federal Wage System	<10	--	--	--	--
GS 1-6	34	90.8%	9.2%	0.0%	0
GS 7-12	1,877	84.8%	10.3%	4.9%	15
GS 13-15	6,774	84.6%	11.4%	4.0%	70
Senior Executive Service	184	96.6%	2.1%	1.3%	0
Senior Level (SL) or Scientific or Professional (ST)	27	90.7%	9.3%	0.0%	0
Other	13	100.0%	0.0%	0.0%	0

Environmental Protection Agency Pay Category Comparison Report

My Agency (continued)

37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.

	N	Positive	Neutral	Negative	DNK
Governmentwide	448,936	54.9%	21.6%	23.5%	25,809
Environmental Protection Agency	8,570	57.2%	21.6%	21.3%	693
Federal Wage System	<10	--	--	--	--
GS 1-6	31	76.7%	10.0%	13.3%	3
GS 7-12	1,748	56.6%	22.9%	20.5%	149
GS 13-15	6,344	57.0%	21.4%	21.6%	511
Senior Executive Service	184	85.5%	6.1%	8.4%	1
Senior Level (SL) or Scientific or Professional (ST)	27	86.0%	7.1%	6.9%	0
Other	11	50.5%	20.8%	28.7%	2

38. Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.

	N	Positive	Neutral	Negative	DNK
Governmentwide	435,144	68.7%	18.2%	13.1%	38,233
Environmental Protection Agency	8,226	72.3%	16.9%	10.8%	1,011
Federal Wage System	<10	--	--	--	--
GS 1-6	33	81.0%	6.0%	13.0%	1
GS 7-12	1,682	69.0%	19.5%	11.5%	208
GS 13-15	6,082	72.9%	16.4%	10.7%	757
Senior Executive Service	183	93.7%	3.4%	2.9%	1
Senior Level (SL) or Scientific or Professional (ST)	26	89.7%	6.9%	3.4%	1
Other	11	59.8%	11.1%	29.1%	2

39. My agency is successful at accomplishing its mission.

	N	Positive	Neutral	Negative	DNK
Governmentwide	467,844	76.3%	16.3%	7.5%	7,610
Environmental Protection Agency	9,143	72.4%	15.8%	11.8%	128
Federal Wage System	<10	--	--	--	--
GS 1-6	32	81.2%	12.8%	5.9%	0
GS 7-12	1,881	79.3%	15.1%	5.6%	20
GS 13-15	6,758	70.8%	15.9%	13.4%	102
Senior Executive Service	184	81.1%	9.2%	9.7%	0
Senior Level (SL) or Scientific or Professional (ST)	27	50.3%	31.0%	18.7%	0
Other	13	69.1%	30.9%	0.0%	0

Environmental Protection Agency

Pay Category Comparison Report

My Agency (continued)

40. I recommend my organization as a good place to work.

	N	Positive	Neutral	Negative
Governmentwide	475,463	66.3%	19.4%	14.3%
Environmental Protection Agency	9,270	66.7%	18.4%	14.9%
Federal Wage System	<10	--	--	--
GS 1-6	34	84.8%	9.0%	6.2%
GS 7-12	1,900	73.1%	16.9%	10.0%
GS 13-15	6,870	65.0%	18.7%	16.3%
Senior Executive Service	183	82.0%	12.1%	5.9%
Senior Level (SL) or Scientific or Professional (ST)	27	75.0%	18.2%	6.8%
Other	13	30.5%	48.0%	21.5%

41. I believe the results of this survey will be used to make my agency a better place to work.

	N	Positive	Neutral	Negative	DNK
Governmentwide	440,039	41.8%	27.0%	31.2%	36,315
Environmental Protection Agency	8,438	41.3%	27.5%	31.2%	857
Federal Wage System	<10	--	--	--	--
GS 1-6	28	74.5%	14.8%	10.7%	6
GS 7-12	1,725	47.4%	27.3%	25.3%	183
GS 13-15	6,251	39.1%	27.9%	33.0%	632
Senior Executive Service	180	74.8%	10.9%	14.3%	6
Senior Level (SL) or Scientific or Professional (ST)	26	40.1%	37.7%	22.1%	1
Other	10	0.0%	58.3%	41.7%	3

My Supervisor

42. My supervisor supports my need to balance work and other life issues.

	N	Positive	Neutral	Negative	DNK
Governmentwide	472,921	79.9%	10.0%	10.1%	2,324
Environmental Protection Agency	9,239	88.8%	6.4%	4.7%	46
Federal Wage System	<10	--	--	--	--
GS 1-6	34	88.0%	5.6%	6.4%	0
GS 7-12	1,901	87.1%	7.6%	5.3%	7
GS 13-15	6,850	89.4%	6.1%	4.5%	35
Senior Executive Service	186	94.0%	3.9%	2.1%	0
Senior Level (SL) or Scientific or Professional (ST)	27	96.5%	0.0%	3.5%	0
Other	13	57.5%	17.7%	24.8%	0

Environmental Protection Agency Pay Category Comparison Report

My Supervisor (continued)

43. My supervisor provides me with opportunities to demonstrate my leadership skills.

	N	Positive	Neutral	Negative	DNK
Governmentwide	472,151	67.5%	16.5%	16.0%	2,221
Environmental Protection Agency	9,230	76.2%	12.7%	11.0%	35
Federal Wage System	<10	--	--	--	--
GS 1-6	34	67.0%	23.6%	9.3%	0
GS 7-12	1,899	71.1%	16.6%	12.3%	8
GS 13-15	6,842	77.7%	11.7%	10.6%	23
Senior Executive Service	186	93.1%	2.6%	4.3%	0
Senior Level (SL) or Scientific or Professional (ST)	27	88.0%	3.2%	8.7%	0
Other	13	66.7%	24.8%	8.5%	0

44. Discussions with my supervisor about my performance are worthwhile.

	N	Positive	Neutral	Negative	DNK
Governmentwide	468,047	65.5%	17.4%	17.1%	4,670
Environmental Protection Agency	9,169	72.4%	14.7%	13.0%	58
Federal Wage System	<10	--	--	--	--
GS 1-6	33	81.6%	6.1%	12.4%	1
GS 7-12	1,887	71.9%	15.2%	12.9%	8
GS 13-15	6,801	72.5%	14.5%	13.0%	42
Senior Executive Service	183	85.8%	6.9%	7.3%	2
Senior Level (SL) or Scientific or Professional (ST)	27	81.7%	11.4%	6.9%	0
Other	13	70.4%	15.6%	14.1%	0

45. My supervisor is committed to a workforce representative of all segments of society.

	N	Positive	Neutral	Negative	DNK
Governmentwide	438,339	69.6%	20.7%	9.8%	34,846
Environmental Protection Agency	8,393	76.2%	17.7%	6.0%	851
Federal Wage System	<10	--	--	--	--
GS 1-6	30	82.3%	10.7%	7.0%	4
GS 7-12	1,747	73.2%	19.8%	7.0%	154
GS 13-15	6,214	76.9%	17.3%	5.8%	641
Senior Executive Service	181	92.5%	3.8%	3.7%	4
Senior Level (SL) or Scientific or Professional (ST)	25	86.1%	10.1%	3.8%	2
Other	11	54.7%	35.5%	9.8%	2

Environmental Protection Agency Pay Category Comparison Report

My Supervisor (continued)

46. My supervisor provides me with constructive suggestions to improve my job performance.

	N	Positive	Neutral	Negative	DNK
Governmentwide	470,605	64.3%	18.5%	17.2%	2,367
Environmental Protection Agency	9,202	68.8%	17.6%	13.6%	39
Federal Wage System	<10	--	--	--	--
GS 1-6	34	69.8%	15.2%	15.0%	0
GS 7-12	1,897	70.1%	15.8%	14.1%	3
GS 13-15	6,824	68.6%	18.0%	13.5%	31
Senior Executive Service	185	85.3%	7.0%	7.7%	0
Senior Level (SL) or Scientific or Professional (ST)	27	74.7%	16.6%	8.7%	0
Other	13	44.3%	49.0%	6.7%	0

47. Supervisors in my work unit support employee development.

	N	Positive	Neutral	Negative	DNK
Governmentwide	467,336	67.7%	16.9%	15.4%	6,537
Environmental Protection Agency	9,124	75.6%	13.9%	10.4%	137
Federal Wage System	<10	--	--	--	--
GS 1-6	34	72.8%	17.9%	9.3%	0
GS 7-12	1,880	73.4%	15.3%	11.4%	26
GS 13-15	6,767	76.0%	13.7%	10.3%	98
Senior Executive Service	185	95.8%	2.9%	1.3%	0
Senior Level (SL) or Scientific or Professional (ST)	27	94.8%	5.2%	0.0%	0
Other	11	70.4%	21.5%	8.2%	2

48. My supervisor listens to what I have to say.

	N	Positive	Neutral	Negative
Governmentwide	474,257	77.6%	11.4%	11.1%
Environmental Protection Agency	9,278	84.7%	7.9%	7.4%
Federal Wage System	<10	--	--	--
GS 1-6	34	90.6%	2.9%	6.4%
GS 7-12	1,910	83.8%	8.7%	7.6%
GS 13-15	6,882	85.0%	7.7%	7.3%
Senior Executive Service	186	93.8%	4.4%	1.9%
Senior Level (SL) or Scientific or Professional (ST)	27	96.5%	0.0%	3.5%
Other	13	67.3%	17.7%	15.0%

Environmental Protection Agency Pay Category Comparison Report

My Supervisor (continued)

49. My supervisor treats me with respect.

	N	Positive	Neutral	Negative
Governmentwide	472,973	82.5%	9.3%	8.2%
Environmental Protection Agency	9,257	87.4%	6.8%	5.8%
Federal Wage System	<10	--	--	--
GS 1-6	34	87.6%	6.0%	6.4%
GS 7-12	1,905	86.0%	7.9%	6.1%
GS 13-15	6,868	88.0%	6.5%	5.6%
Senior Executive Service	183	93.8%	3.2%	3.1%
Senior Level (SL) or Scientific or Professional (ST)	27	96.5%	0.0%	3.5%
Other	13	66.0%	17.5%	16.5%

50. In the last six months, my supervisor has talked with me about my performance.

	N	Positive	Neutral	Negative
Governmentwide	472,997	79.4%	9.3%	11.3%
Environmental Protection Agency	9,256	91.7%	4.6%	3.7%
Federal Wage System	<10	--	--	--
GS 1-6	34	90.3%	0.0%	9.7%
GS 7-12	1,904	91.2%	4.9%	3.8%
GS 13-15	6,867	92.0%	4.4%	3.6%
Senior Executive Service	186	95.3%	3.6%	1.1%
Senior Level (SL) or Scientific or Professional (ST)	27	85.0%	6.3%	8.7%
Other	13	61.9%	30.7%	7.4%

51. I have trust and confidence in my supervisor.

	N	Positive	Neutral	Negative
Governmentwide	473,365	69.4%	15.3%	15.4%
Environmental Protection Agency	9,258	76.2%	12.8%	11.1%
Federal Wage System	<10	--	--	--
GS 1-6	34	78.8%	11.9%	9.3%
GS 7-12	1,901	74.4%	14.3%	11.3%
GS 13-15	6,872	76.8%	12.3%	10.9%
Senior Executive Service	186	88.9%	6.0%	5.1%
Senior Level (SL) or Scientific or Professional (ST)	27	87.9%	8.6%	3.5%
Other	13	51.6%	33.4%	15.0%

Environmental Protection Agency Pay Category Comparison Report

My Supervisor (continued)

52. Overall, how good a job do you feel is being done by your immediate supervisor?

	N	Positive	Neutral	Negative
Governmentwide	473,735	71.9%	16.8%	11.3%
Environmental Protection Agency	9,269	79.7%	12.8%	7.5%
Federal Wage System	<10	--	--	--
GS 1-6	34	84.8%	11.8%	3.3%
GS 7-12	1,907	79.2%	13.8%	7.0%
GS 13-15	6,880	79.8%	12.6%	7.6%
Senior Executive Service	186	89.9%	6.2%	3.9%
Senior Level (SL) or Scientific or Professional (ST)	27	87.9%	8.6%	3.5%
Other	13	52.1%	41.2%	6.7%

Leadership

53. In my organization, senior leaders generate high levels of motivation and commitment in the workforce.

	N	Positive	Neutral	Negative	DNK
Governmentwide	458,664	43.1%	24.5%	32.3%	12,542
Environmental Protection Agency	9,041	38.7%	23.1%	38.2%	191
Federal Wage System	<10	--	--	--	--
GS 1-6	34	64.7%	20.3%	15.0%	0
GS 7-12	1,843	47.3%	24.3%	28.5%	62
GS 13-15	6,761	35.9%	23.0%	41.2%	116
Senior Executive Service	186	67.1%	12.4%	20.5%	0
Senior Level (SL) or Scientific or Professional (ST)	27	54.5%	20.5%	25.0%	0
Other	12	34.6%	14.8%	50.6%	1

54. My organization's senior leaders maintain high standards of honesty and integrity.

	N	Positive	Neutral	Negative	DNK
Governmentwide	438,606	54.4%	24.1%	21.5%	31,681
Environmental Protection Agency	8,575	49.1%	22.4%	28.5%	633
Federal Wage System	<10	--	--	--	--
GS 1-6	31	70.5%	16.1%	13.4%	3
GS 7-12	1,771	53.5%	24.5%	22.0%	131
GS 13-15	6,398	47.3%	22.3%	30.4%	464
Senior Executive Service	183	74.6%	8.0%	17.4%	2
Senior Level (SL) or Scientific or Professional (ST)	26	77.5%	9.5%	13.0%	1
Other	10	40.2%	10.2%	49.6%	3

Environmental Protection Agency

Pay Category Comparison Report

Leadership (continued)

55. Supervisors work well with employees of different backgrounds.

	N	Positive	Neutral	Negative	DNK
Governmentwide	445,624	68.5%	19.4%	12.1%	22,578
Environmental Protection Agency	8,628	72.8%	17.0%	10.2%	547
Federal Wage System	<10	--	--	--	--
GS 1-6	33	81.4%	12.0%	6.6%	1
GS 7-12	1,797	71.1%	18.5%	10.5%	99
GS 13-15	6,414	73.0%	16.9%	10.1%	424
Senior Executive Service	183	92.8%	4.1%	3.1%	3
Senior Level (SL) or Scientific or Professional (ST)	26	89.6%	6.7%	3.7%	1
Other	12	51.4%	14.1%	34.5%	1

56. Managers communicate the goals and priorities of the organization.

	N	Positive	Neutral	Negative	DNK
Governmentwide	461,098	62.4%	19.4%	18.2%	7,338
Environmental Protection Agency	9,055	65.2%	19.1%	15.7%	121
Federal Wage System	<10	--	--	--	--
GS 1-6	32	77.8%	12.4%	9.9%	1
GS 7-12	1,867	71.3%	18.0%	10.7%	26
GS 13-15	6,760	63.3%	19.6%	17.1%	86
Senior Executive Service	183	87.9%	7.6%	4.5%	1
Senior Level (SL) or Scientific or Professional (ST)	27	78.5%	10.5%	11.0%	0
Other	13	56.2%	29.8%	13.9%	0

57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.

	N	Positive	Neutral	Negative	DNK
Governmentwide	437,863	62.5%	22.4%	15.1%	30,108
Environmental Protection Agency	8,506	66.8%	21.1%	12.1%	656
Federal Wage System	<10	--	--	--	--
GS 1-6	31	90.0%	6.4%	3.6%	3
GS 7-12	1,751	72.5%	19.8%	7.7%	145
GS 13-15	6,354	64.9%	21.8%	13.3%	478
Senior Executive Service	181	91.1%	6.1%	2.8%	2
Senior Level (SL) or Scientific or Professional (ST)	25	70.2%	17.8%	12.0%	1
Other	12	54.3%	30.5%	15.2%	1

Environmental Protection Agency Pay Category Comparison Report

Leadership (continued)

58. Managers promote communication among different work units (for example, about projects, goals, needed resources).

	N	Positive	Neutral	Negative	DNK
Governmentwide	452,145	55.3%	21.4%	23.2%	16,506
Environmental Protection Agency	8,890	60.3%	20.1%	19.5%	292
Federal Wage System	<10	--	--	--	--
GS 1-6	32	62.0%	28.3%	9.7%	1
GS 7-12	1,826	63.7%	20.7%	15.6%	75
GS 13-15	6,648	58.9%	20.3%	20.7%	200
Senior Executive Service	183	90.0%	4.2%	5.9%	2
Senior Level (SL) or Scientific or Professional (ST)	27	80.7%	15.8%	3.5%	0
Other	12	61.5%	14.2%	24.3%	1

59. Managers support collaboration across work units to accomplish work objectives.

	N	Positive	Neutral	Negative	DNK
Governmentwide	452,092	58.6%	21.4%	19.9%	17,020
Environmental Protection Agency	8,915	65.0%	19.2%	15.8%	275
Federal Wage System	<10	--	--	--	--
GS 1-6	34	71.0%	20.3%	8.7%	0
GS 7-12	1,826	67.3%	19.5%	13.2%	64
GS 13-15	6,663	64.0%	19.5%	16.5%	198
Senior Executive Service	185	91.8%	4.4%	3.8%	1
Senior Level (SL) or Scientific or Professional (ST)	27	80.5%	16.0%	3.5%	0
Other	12	51.2%	32.9%	15.9%	1

60. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?

	N	Positive	Neutral	Negative	DNK
Governmentwide	442,275	60.2%	22.5%	17.4%	27,324
Environmental Protection Agency	8,847	68.1%	20.1%	11.8%	357
Federal Wage System	<10	--	--	--	--
GS 1-6	34	82.2%	11.5%	6.3%	0
GS 7-12	1,800	72.5%	18.7%	8.8%	104
GS 13-15	6,654	67.0%	20.6%	12.4%	219
Senior Executive Service	170	71.9%	11.6%	16.5%	15
Senior Level (SL) or Scientific or Professional (ST)	26	69.1%	20.7%	10.2%	1
Other	11	42.8%	36.2%	21.0%	2

Environmental Protection Agency

Pay Category Comparison Report

Leadership (continued)

61. I have a high level of respect for my organization's senior leaders.

	N	Positive	Neutral	Negative	DNK
Governmentwide	460,935	55.6%	23.4%	21.0%	8,657
Environmental Protection Agency	9,030	48.2%	21.7%	30.1%	167
Federal Wage System	<10	--	--	--	--
GS 1-6	33	69.6%	20.8%	9.6%	1
GS 7-12	1,859	57.7%	20.6%	21.7%	41
GS 13-15	6,753	45.3%	22.0%	32.7%	116
Senior Executive Service	183	67.2%	14.4%	18.4%	2
Senior Level (SL) or Scientific or Professional (ST)	27	63.3%	21.5%	15.1%	0
Other	13	35.4%	27.3%	37.2%	0

62. Senior leaders demonstrate support for Work/Life programs.

	N	Positive	Neutral	Negative	DNK
Governmentwide	425,880	56.8%	25.3%	17.9%	43,909
Environmental Protection Agency	7,922	63.3%	23.9%	12.7%	1,285
Federal Wage System	<10	--	--	--	--
GS 1-6	33	69.2%	17.8%	13.0%	1
GS 7-12	1,656	67.6%	21.0%	11.4%	248
GS 13-15	5,889	62.0%	24.8%	13.2%	985
Senior Executive Service	169	78.9%	16.3%	4.8%	17
Senior Level (SL) or Scientific or Professional (ST)	27	66.6%	24.0%	9.4%	0
Other	11	32.6%	38.3%	29.1%	2

My Satisfaction

63. How satisfied are you with your involvement in decisions that affect your work?

	N	Positive	Neutral	Negative
Governmentwide	468,305	52.7%	22.3%	24.9%
Environmental Protection Agency	9,182	56.8%	21.2%	22.0%
Federal Wage System	<10	--	--	--
GS 1-6	34	70.1%	17.5%	12.4%
GS 7-12	1,906	57.1%	24.7%	18.2%
GS 13-15	6,870	56.4%	20.6%	23.0%
Senior Executive Service	185	80.4%	6.4%	13.2%
Senior Level (SL) or Scientific or Professional (ST)	27	89.1%	0.0%	10.9%
Other	13	36.1%	29.2%	34.7%

Environmental Protection Agency

Pay Category Comparison Report

My Satisfaction (continued)

64. How satisfied are you with the information you receive from management on what's going on in your organization?

	N	Positive	Neutral	Negative
Governmentwide	467,501	50.3%	23.0%	26.8%
Environmental Protection Agency	9,178	54.2%	21.1%	24.7%
Federal Wage System	<10	--	--	--
GS 1-6	34	67.6%	11.5%	20.9%
GS 7-12	1,898	56.6%	23.0%	20.4%
GS 13-15	6,875	53.3%	20.9%	25.8%
Senior Executive Service	185	77.9%	10.4%	11.7%
Senior Level (SL) or Scientific or Professional (ST)	27	81.9%	7.0%	11.1%
Other	13	47.0%	6.6%	46.4%

65. How satisfied are you with the recognition you receive for doing a good job?

	N	Positive	Neutral	Negative
Governmentwide	466,707	50.1%	23.5%	26.4%
Environmental Protection Agency	9,151	58.8%	20.9%	20.3%
Federal Wage System	<10	--	--	--
GS 1-6	33	74.8%	12.6%	12.6%
GS 7-12	1,900	57.8%	21.0%	21.1%
GS 13-15	6,847	58.6%	21.1%	20.2%
Senior Executive Service	186	85.6%	5.8%	8.6%
Senior Level (SL) or Scientific or Professional (ST)	26	75.6%	13.9%	10.5%
Other	13	37.2%	24.3%	38.5%

66. How satisfied are you with the policies and practices of your senior leaders?

	N	Positive	Neutral	Negative
Governmentwide	466,287	44.9%	29.5%	25.6%
Environmental Protection Agency	9,144	39.4%	27.6%	33.0%
Federal Wage System	<10	--	--	--
GS 1-6	34	61.2%	26.6%	12.2%
GS 7-12	1,895	45.8%	30.4%	23.8%
GS 13-15	6,846	37.3%	27.0%	35.7%
Senior Executive Service	185	64.8%	14.4%	20.9%
Senior Level (SL) or Scientific or Professional (ST)	27	58.8%	26.1%	15.1%
Other	13	14.4%	37.4%	48.2%

Environmental Protection Agency Pay Category Comparison Report

My Satisfaction (continued)

67. How satisfied are you with your opportunity to get a better job in your organization?

	N	Positive	Neutral	Negative
Governmentwide	466,843	37.1%	27.7%	35.3%
Environmental Protection Agency	9,147	33.5%	31.7%	34.8%
Federal Wage System	<10	--	--	--
GS 1-6	34	47.4%	12.2%	40.5%
GS 7-12	1,901	33.3%	29.7%	37.0%
GS 13-15	6,843	32.8%	32.4%	34.7%
Senior Executive Service	184	71.5%	22.0%	6.5%
Senior Level (SL) or Scientific or Professional (ST)	27	58.0%	35.2%	6.8%
Other	13	6.6%	45.5%	47.9%

68. How satisfied are you with the training you receive for your present job?

	N	Positive	Neutral	Negative
Governmentwide	466,512	54.5%	22.8%	22.7%
Environmental Protection Agency	9,145	54.1%	26.2%	19.7%
Federal Wage System	<10	--	--	--
GS 1-6	34	61.1%	17.7%	21.2%
GS 7-12	1,896	56.1%	22.1%	21.7%
GS 13-15	6,843	53.2%	27.4%	19.5%
Senior Executive Service	186	79.0%	17.8%	3.2%
Senior Level (SL) or Scientific or Professional (ST)	27	84.9%	15.1%	0.0%
Other	13	53.4%	37.4%	9.2%

69. Considering everything, how satisfied are you with your job?

	N	Positive	Neutral	Negative
Governmentwide	466,948	68.1%	16.7%	15.2%
Environmental Protection Agency	9,163	70.2%	16.5%	13.3%
Federal Wage System	<10	--	--	--
GS 1-6	34	79.2%	8.6%	12.3%
GS 7-12	1,904	72.6%	15.9%	11.4%
GS 13-15	6,854	69.5%	16.8%	13.7%
Senior Executive Service	186	81.5%	8.9%	9.5%
Senior Level (SL) or Scientific or Professional (ST)	27	86.0%	10.5%	3.5%
Other	13	62.6%	15.1%	22.4%

Environmental Protection Agency Pay Category Comparison Report

My Satisfaction (continued)

70. Considering everything, how satisfied are you with your pay?

	N	Positive	Neutral	Negative
Governmentwide	467,270	60.6%	16.7%	22.7%
Environmental Protection Agency	9,163	69.3%	15.1%	15.6%
Federal Wage System	<10	--	--	--
GS 1-6	34	41.0%	14.3%	44.7%
GS 7-12	1,900	57.0%	16.8%	26.1%
GS 13-15	6,856	72.8%	14.4%	12.7%
Senior Executive Service	186	79.3%	9.3%	11.3%
Senior Level (SL) or Scientific or Professional (ST)	27	81.5%	10.0%	8.5%
Other	13	46.4%	37.5%	16.1%

71. Considering everything, how satisfied are you with your organization?

	N	Positive	Neutral	Negative
Governmentwide	467,295	59.9%	20.7%	19.4%
Environmental Protection Agency	9,165	59.8%	21.0%	19.3%
Federal Wage System	<10	--	--	--
GS 1-6	34	73.4%	11.9%	14.8%
GS 7-12	1,902	66.8%	19.3%	13.9%
GS 13-15	6,858	57.8%	21.5%	20.7%
Senior Executive Service	186	78.8%	11.0%	10.2%
Senior Level (SL) or Scientific or Professional (ST)	27	71.1%	22.1%	6.8%
Other	13	32.0%	14.4%	53.6%

Work/Life

72. Have you been notified whether or not you are eligible to telework?

	N	Notified eligible	Notified not eligible	Not notified	Not sure notified
Governmentwide	465,495	42.6%	21.9%	26.7%	8.7%
Environmental Protection Agency	9,140	90.3%	2.7%	3.5%	3.4%
Federal Wage System	<10	--	--	--	--
GS 1-6	33	48.1%	21.1%	18.1%	12.7%
GS 7-12	1,895	80.1%	6.7%	7.6%	5.7%
GS 13-15	6,850	93.4%	1.6%	2.3%	2.8%
Senior Executive Service	184	88.9%	1.7%	3.6%	5.7%
Senior Level (SL) or Scientific or Professional (ST)	26	96.4%	0.0%	3.6%	0.0%
Other	13	90.2%	0.0%	9.8%	0.0%

Environmental Protection Agency Pay Category Comparison Report

Work/Life (continued)

73. Please select the response below that BEST describes your current teleworking situation.

	N	Telework			
		3+ Days Per Week	1-2 Days Per Week	No More Than 1-2 Days Per Month	Infrequently
Governmentwide	463,482	6.5%	13.2%	4.7%	11.7%
Environmental Protection Agency	9,170	3.4%	47.3%	12.2%	19.7%
Federal Wage System	<10	--	--	--	--
GS 1-6	33	3.5%	8.9%	3.0%	20.9%
GS 7-12	1,899	3.0%	43.3%	9.4%	17.2%
GS 13-15	6,876	3.6%	49.6%	12.9%	19.8%
Senior Executive Service	186	0.6%	3.2%	17.7%	51.5%
Senior Level (SL) or Scientific or Professional (ST)	27	11.0%	16.3%	19.2%	35.6%
Other	13	14.8%	52.6%	0.0%	7.0%

(continued)

73. Please select the response below that BEST describes your current teleworking situation. (continued)

	N	Do Not Telework			
		Must Be Physically Present	Technical Issues	Not Allowed To Telework	Choose Not To Telework
Governmentwide	463,482	30.1%	3.8%	17.9%	12.2%
Environmental Protection Agency	9,170	2.0%	1.0%	2.6%	11.7%
Federal Wage System	<10	--	--	--	--
GS 1-6	33	6.5%	0.0%	25.2%	32.0%
GS 7-12	1,899	5.4%	1.5%	6.2%	14.1%
GS 13-15	6,876	1.1%	0.8%	1.6%	10.5%
Senior Executive Service	186	1.0%	0.0%	0.0%	26.0%
Senior Level (SL) or Scientific or Professional (ST)	27	0.0%	0.0%	0.0%	17.9%
Other	13	0.0%	8.5%	9.8%	7.4%

74. Do you participate in the following Work/Life programs? Alternative Work Schedules (AWS)

	N	Yes	No	Not Available To Me
Governmentwide	465,405	33.7%	47.0%	19.3%
Environmental Protection Agency	9,121	66.0%	31.6%	2.4%
Federal Wage System	<10	--	--	--
GS 1-6	34	33.5%	46.8%	19.7%
GS 7-12	1,893	63.5%	33.5%	3.0%
GS 13-15	6,839	67.0%	30.8%	2.2%
Senior Executive Service	182	60.3%	38.6%	1.1%
Senior Level (SL) or Scientific or Professional (ST)	27	52.1%	47.9%	0.0%
Other	12	65.7%	23.6%	10.7%

Environmental Protection Agency Pay Category Comparison Report

Work/Life (continued)

75. Do you participate in the following Work/Life programs? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)

	N	Yes	No	Not Available To Me
Governmentwide	464,589	26.4%	61.9%	11.7%
Environmental Protection Agency	9,119	37.8%	58.8%	3.4%
Federal Wage System	<10	--	--	--
GS 1-6	34	24.3%	73.0%	2.7%
GS 7-12	1,890	41.6%	54.6%	3.8%
GS 13-15	6,837	37.2%	59.5%	3.3%
Senior Executive Service	186	28.2%	70.8%	1.0%
Senior Level (SL) or Scientific or Professional (ST)	27	23.5%	76.5%	0.0%
Other	13	33.8%	59.7%	6.6%

76. Do you participate in the following Work/Life programs? Employee Assistance Program (EAP)

	N	Yes	No	Not Available To Me
Governmentwide	462,760	13.4%	81.5%	5.1%
Environmental Protection Agency	9,073	12.5%	85.4%	2.1%
Federal Wage System	<10	--	--	--
GS 1-6	34	19.4%	77.9%	2.7%
GS 7-12	1,881	18.0%	79.7%	2.2%
GS 13-15	6,804	11.1%	86.9%	2.0%
Senior Executive Service	182	10.9%	89.1%	0.0%
Senior Level (SL) or Scientific or Professional (ST)	27	0.0%	100.0%	0.0%
Other	13	9.2%	90.8%	0.0%

77. Do you participate in the following Work/Life programs? Child Care Programs (for example, daycare, parenting classes, parenting support groups)

	N	Yes	No	Not Available To Me
Governmentwide	464,201	3.4%	79.8%	16.8%
Environmental Protection Agency	9,101	3.0%	85.5%	11.4%
Federal Wage System	<10	--	--	--
GS 1-6	34	2.7%	88.5%	8.7%
GS 7-12	1,887	4.4%	84.2%	11.4%
GS 13-15	6,826	2.7%	85.6%	11.6%
Senior Executive Service	184	2.1%	93.3%	4.6%
Senior Level (SL) or Scientific or Professional (ST)	26	0.0%	96.1%	3.9%
Other	13	7.4%	77.6%	15.1%

Environmental Protection Agency Pay Category Comparison Report

Work/Life (continued)

78. Do you participate in the following Work/Life programs? Elder Care Programs (for example, support groups, speakers)

	N	Yes	No	Not Available To Me
Governmentwide	464,386	2.2%	81.1%	16.7%
Environmental Protection Agency	9,100	2.4%	85.6%	12.0%
Federal Wage System	<10	--	--	--
GS 1-6	34	3.4%	87.9%	8.7%
GS 7-12	1,887	3.7%	83.8%	12.6%
GS 13-15	6,822	2.0%	86.0%	12.0%
Senior Executive Service	185	2.6%	93.1%	4.3%
Senior Level (SL) or Scientific or Professional (ST)	27	0.0%	92.7%	7.3%
Other	13	0.0%	84.9%	15.1%

79. How satisfied are you with the following Work/Life programs in your agency? Telework

	N	Positive	Neutral	Negative	NBJ
Governmentwide	236,481	80.8%	10.9%	8.3%	6,455
Environmental Protection Agency	7,546	88.1%	7.3%	4.7%	55
Federal Wage System	<10	--	--	--	--
GS 1-6	12	75.2%	16.5%	8.3%	1
GS 7-12	1,372	88.6%	7.6%	3.8%	22
GS 13-15	5,898	88.1%	7.1%	4.7%	28
Senior Executive Service	133	88.4%	6.7%	4.9%	2
Senior Level (SL) or Scientific or Professional (ST)	22	100.0%	0.0%	0.0%	0
Other	10	78.8%	12.4%	8.8%	0

*The results for this item only include employees who indicated that they participated in this program.

80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)

	N	Positive	Neutral	Negative	NBJ
Governmentwide	172,594	90.3%	6.7%	3.0%	3,366
Environmental Protection Agency	5,984	94.0%	4.0%	2.0%	76
Federal Wage System	<10	--	--	--	--
GS 1-6	10	100.0%	0.0%	0.0%	0
GS 7-12	1,196	93.3%	4.4%	2.3%	21
GS 13-15	4,558	94.1%	4.0%	1.9%	52
Senior Executive Service	115	97.2%	0.8%	1.9%	0
Senior Level (SL) or Scientific or Professional (ST)	14	100.0%	0.0%	0.0%	0
Other	<10	--	--	--	--

*The results for this item only include employees who indicated that they participated in this program.

Environmental Protection Agency Pay Category Comparison Report

Work/Life (continued)

81. How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)

	N	Positive	Neutral	Negative	NBJ
Governmentwide	119,164	81.3%	15.1%	3.7%	7,694
Environmental Protection Agency	3,380	86.1%	11.1%	2.8%	113
Federal Wage System	<10	--	--	--	--
GS 1-6	<10	--	--	--	--
GS 7-12	773	85.9%	10.4%	3.7%	34
GS 13-15	2,493	86.4%	11.0%	2.6%	74
Senior Executive Service	50	87.5%	10.5%	2.0%	2
Senior Level (SL) or Scientific or Professional (ST)	<10	--	--	--	--
Other	<10	--	--	--	--

**The results for this item only include employees who indicated that they participated in this program.*

82. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)

	N	Positive	Neutral	Negative	NBJ
Governmentwide	60,783	77.6%	18.3%	4.2%	7,854
Environmental Protection Agency	1,111	81.9%	13.3%	4.8%	135
Federal Wage System	<10	--	--	--	--
GS 1-6	<10	--	--	--	--
GS 7-12	320	80.0%	15.4%	4.5%	42
GS 13-15	748	82.8%	12.3%	4.8%	87
Senior Executive Service	20	94.5%	0.0%	5.5%	3
Senior Level (SL) or Scientific or Professional (ST)	<10	--	--	--	--
Other	<10	--	--	--	--

**The results for this item only include employees who indicated that they participated in this program.*

83. How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)

	N	Positive	Neutral	Negative	NBJ
Governmentwide	12,057	73.0%	22.2%	4.7%	4,915
Environmental Protection Agency	259	74.6%	20.9%	4.5%	113
Federal Wage System	<10	--	--	--	--
GS 1-6	<10	--	--	--	--
GS 7-12	73	73.9%	20.6%	5.5%	31
GS 13-15	175	75.1%	20.6%	4.3%	76
Senior Executive Service	<10	--	--	--	--
Senior Level (SL) or Scientific or Professional (ST)	<10	--	--	--	--
Other	<10	--	--	--	--

**The results for this item only include employees who indicated that they participated in this program.*

Environmental Protection Agency Pay Category Comparison Report

Work/Life (continued)

84. How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)

	N	Positive	Neutral	Negative	NBJ
Governmentwide	8,738	67.9%	29.3%	2.7%	4,560
Environmental Protection Agency	209	71.1%	26.1%	2.8%	96
Federal Wage System	<10	--	--	--	--
GS 1-6	<10	--	--	--	--
GS 7-12	64	76.2%	22.1%	1.7%	25
GS 13-15	131	68.6%	27.9%	3.6%	69
Senior Executive Service	<10	--	--	--	--
Senior Level (SL) or Scientific or Professional (ST)	<10	--	--	--	--
Other	<10	--	--	--	--

**The results for this item only include employees who indicated that they participated in this program.*